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President’s Message

Dr. Carolyn O’Daniel, NN2 President

Since my last message to the membership, a great deal has happened. We’ve recently learned that the Health Professions Pathway (H2P) grant was awarded by the Department of Labor. A number of NN2 members are partnering in this grant; see Sondra Flemming’s article elsewhere in this issue.) Funds were included in the grant for a part-time administrative assistant to support NN2 as we help disseminate the results of the H2P initiative. This news couldn’t have come at a better time.

We had a wonderful conference in Cheyenne, Wyoming, and I want to

again thank Lisa Stich and Laramie County Community College for being such outstanding hosts. The presentations were excellent, the food was good, the entertainment was fun, and even the hotel ghosts were hospitable.

Our four standing committees met and reorganized:

Committee	Chairperson / Board Liaison
Emerging Issues & Outreach	Julia Harryman / Geneva Baker
Accreditation	Anne Scalzo-McNeil / Greg Ferenchak
Membership	Eva Oltman / Julian Easter
Advocacy	Stacey Ocander & Anne Loochtan

On Saturday, the Board met with AARC President, Karen Stewart, and shared concerns and reservations about the “2015” process for determining future educational needs for respiratory therapists. When Ms. Stewart asked NN2 to review the recommended competencies, the Board reiterated its position that none of the recommendations emerging from that process are considered legitimate, and NN2 will not contribute to creating the illusion of validity by participating in such a review.

We also heard from NN2RC President, Tommy Rust, who reported that the organization continues to grow, with over seventy individual members and several institutional members.

The week following our annual conference, Sondra Flemming, Marianne Krismer, Darla Olson and I carried NN2’s message of career pathways to the League for Innovation

in Indianapolis, Indiana for a panel presentation titled “Competency-Based Pathways in Health Career Programs: Opportunities and Challenges”.

AACC hosted an NN2 banner on its website from October 10th to the 23rd, providing additional visibility to our organization. Thanks to Anne Loochtan for her work in developing the banner for posting! Stacey Ocander and I will soon be reviewing program proposals for AACC, as NN2 does every year. NN2 is planning a presentation on the Healthcare Core Curriculum initiative during next year’s annual AACC Conference.

After many years as NN2’s Executive Director, Cullen Johnson has bid us farewell. Cullen has decided to fully retire this time, and while NN2 will miss his support and commitment, we certainly wish him all the best in his retirement. The Board voted to award Cullen life membership in NN2, and we hope to continue seeing him at our annual meetings. Cullen’s wife, Janna, will continue to provide limited support for NN2 during the transition period.

Finally, we’ve said a final farewell to our dear friend and past NN2 President, Janell Lang. Janell was a wonderful president, and went on to become a member of the Health Professions Network Board. I personally appreciated Janell’s encouragement to take on new leadership roles within NN2, and her unwavering support as I did so. An exceptional colleague and a valued friend, Janell will be greatly missed.

I firmly believe that NN2 continues to provide the best networking available for leaders in health career education. Thanks for being part of it! Carolyn



Health Professions Pathway (H2P)

By Sondra Flemming

Community colleges across the county were awarded \$500-Million for job-training programs at the end of September. These federal grants, in which each community college had to team up with at least one business, an employer with job openings, in developing the curriculum for an ailing work force, were awarded by the U.S. Department of Labor. Cincinnati State Technical and Community College received word that they will get \$19.6-million to work with community colleges in Illinois, Texas, Kentucky and other states to educate low-skilled laid-off employees to work in the health-care industry. This application was the Health Professions Pathway (H2P) consortium.



Sondra Flemming, Carolyn O'Daniel, Marianne Krismer and Darla Olson.

The Health Professions Pathways consortium includes 10 community colleges and partner employers and agencies that are galvanizing a national movement to dramatically improve health professions training. The consortium has three major goals: 1. provide trade-impacted and low-skilled workers with adequate preparation, support and opportunities to complete postsecondary training in health professions that provide credentials aligned with job advancement; 2. expand and enhance the health care workforce with the competencies needed by industry; and 3. build the capacity of community colleges to continuously assess student and

employment outcomes and use this information to improve the quality of health professions programs. To achieve these goals, H2P colleges are replicating a comprehensive model of best practices centered on a career pathways framework and competency-based core curriculum. Each of these activities has shown considerable promise for improving student and employment outcomes

Consortium members: Anoka-Ramsey Community College and Pine Technical College, Minn.; El Centro College and Texarkana College, Texas; Ashland Community and Technical College and Jefferson Community and Technical College, Ky.; Owens Community College, Ohio; City Colleges of Chicago, Ill.; and Community College of the District of Columbia

The origins of the grant were a result of the National Network of Health Career Programs (NN2) working closely with Parminder Jassal, a program

officer from the Gates Foundation to design an application that would move toward a core curriculum in health programs, competency based education, stackable certificates and strong employer

engagement. Initial NN2 members who worked on the grant included Marianne Krismer, Cincinnati State; Carolyn O'Daniel, Jefferson Community and Technical College and Sondra Flemming and LaCheeta McPherson from El Centro College.

Cincinnati State will be the lead and Marianne Krismer has been identified as the interim lead in the grant. Cincinnati State, who participates in the Health Careers Collaborative of Greater Cincinnati, has designed the employer/ incumbent worker model around stackable certificates and will share their best practices with the consortium. El Centro College will be

sharing their health careers core curriculum and pathway models. Additional best practices will be identified and shared so that the consortium members can adapt those models to their regions

Marianne Krismer, Carolyn O'Daniel, Darla Olson from TriHealth, Inc. of Cincinnati and Sondra Flemming presented at the 2011 STEMtech Conference as a track keynote. Competency-based Pathways in Health Career Programs: Opportunities and Challenges provided a platform for highlighting the efforts of the consortium.



NN2 as an Allied Health Model Champion

By Ryan Merclean
ETA Competency Model Initiative

NN2 has been asked to be an Industry Champions for the new Allied Health Model. Expectations include:

- Provide a logo for inclusion on the industry model page of the Competency Model Clearinghouse;
- Coordinate the use of the model with the association's other initiatives, e.g., the model can inform the development of industry skills training and certifications;
- Promote the use of models in collaboration with ETA; Identifying best practices for using competency models;
- Provide insights into industry trends and direction that impact the competency requirements;
- Participate in updating the model to ensure its relevance to current industry needs.

With the exception of the first point, these expectations are generally relaxed. Basically, we'd like our champions to share the model with their organizations and recommend its use. If our champions discover that the model is being used in a particularly effective way, we ask that they let us know so that we can follow up with the users.

To view examples of Industry Champions, you can visit the Industry Model pages on the Competency Model Clearinghouse. Champion organizations are listed alongside their logos above the model graphic, e.g.

<http://www.careeronestop.org/competencymodel/pyramid.aspx?LTC=Y>.



Thank You Cullen Johnson for 25 Years!

More than 25 years ago, the National Network of Health Career Programs in Two-Year Colleges was formed to address specific needs of two-year healthcare programs. Over the years, the organization developed into one that is recognized nationally for its outreach and advocacy efforts. At NN2's very beginnings was a small group of dedicated individuals who felt passionately and worked tirelessly to advance healthcare education. From almost the very beginning Cullen Johnson emerged a strong leader. With one foot in Texas and the other in Ohio, Cullen became NN2's first and only Executive Director. For many years, Cullen hosted the annual board retreat at his home in Round Rock Texas and has kept NN2 together. At the 2011 Annual Meeting, Cullen announced his retirement, effective almost immediately. NN2 wishes to thank Cullen for his many years of service and dedication to NN2!



Cullen Johnson at the annual meeting in September, 2011



The AMA MedEd Update

by Fred Donini-Lenhoff

The AMA MedEd Update is gaining in popularity—are you a subscriber?

The American Medical Association's monthly email newsletter, AMA MedEd Update, covers news and information throughout medical education as well as health care careers (particularly allied health). With more than 30,000 readers, this free publication (available online at <http://www.ama-assn.org/go/amamedupdate>) is the go-to resource for the latest trends in the health professions.

The November issue, for example, includes articles on a variety of topics:

- What are the most popular allied health fields?
- For new jobs, health care sector the place to be
- CHEA grants recognition to CAAHEP
- HPN considers ways to re-engineer health professions education
- Nationwide initiative helping grow front-line workforce in health care
- Help get the word out about ExploreHealthCareers

AMA MedEd Update is seeking your news as well. Please send any items to Fred Donini-Lenhoff at fred.lenhoff@ama-assn.org at (312) 464-4635. Items may also be shared on the Facebook page of the Health Professions Network, at www.facebook.com/healthprofnet.



New Human Lactation and Breastfeeding Organization

by Judi Lauwers, BA, IBCLC, FILCA
Education Coordinator
International Lactation Consultant Association

The Accreditation and Approval Review Committee on Education in Human Lactation and Breastfeeding (AARC) participated in the NN2 Annual

Conference in Cheyenne, Wyoming in September, 2011. Judi Lauwers, who will take over as AARC's Executive Director in January, presented an informative breakout session on the lactation consultant profession and their journey toward academic preparation.

AARC is one of the newest review committees for CAAHEP, the Commission on Accreditation of Allied Health Education Programs. AARC's competency-based curriculum and general education requirements are available on their website. The lactation consultant credential has been offered since 1985 by the International Board of Lactation Consultant Examiners. There are more than 22,000 lactation consultants worldwide with the IBCLC credential. Half of all IBCLCs are in the U.S., with 84% of them entering the profession with an associate degree or greater. Their backgrounds are mostly in health care, including RNs (80%), dietitians, physicians, childbirth educators and midwives. IBCLCs are employed predominantly in hospitals (68%), public health (15%), private practice (15%) and physician offices (7%). IBCLC salaries range from \$21 to \$50 per hour depending on work setting. (Statistics are from a 2011 survey conducted by the United States Lactation Consultant Association)

Currently, lactation consultant education is provided predominantly by clinicians through independently operated programs. A small number are affiliated with universities and range from a three-credit distance course through a four-year degree. AARC's goal is to introduce lactation consultant programs into the community colleges throughout the U.S. The health education courses required by lactation consultants mirror those of other allied health students. Clinical instruction can occur in facilities with which colleges already have existing relationships. The lactation consultant curriculum can be offered through a certificate program for health care professionals who seek an add-on credential, or it can be integrated into an associate degree program.

Several promotion initiatives contribute to increased demand for employing IBCLCs through promotion of increases in breastfeeding incidence and duration. The World Health Organization and UNICEF Baby-friendly Hospital Initiative promotes experienced help for new mothers. Increasing the incidence of breastfeeding is on the radar of Joint Commission and the Centers for Disease Control and Prevention. The Surgeon General's 2011 Call to Action to Support Breastfeeding includes increasing the number of Baby-friendly Hospitals and ensuring access to IBCLCs for mothers. Employers are being encouraged to provide lactation rooms for their employees. All of these initiatives will raise breastfeeding rates and increase employment options for IBCLCs. Results of a needs assessment study will be available in late 2011 to reflect the potential for job placement of graduates. Results will be posted on the AARC website.

To learn more about lactation consultant programs, contact judi@ilca.org or visit the AARC website at <http://www.aarclactation.org>

judi@ilca.org



HPN Meeting Summary

By Carolyn O'Daniel

Several NN2 members attended the Health Professions Network in Jacksonville, FL in October.

Nell Robinson from the Mayo Jacksonville Campus spoke about Provider-based Education: A New Model for New Times. She described the Mayo School of Health Sciences, which includes 42 programs in Minnesota, 39 in Arizona, and 33 at the Florida Campus, including diplomas, degrees (most in partnership with post-secondary institutions), and practice. She spoke about this model can help the Mayo Clinic meet the increasing need for nurse practitioners and physician assistants, as well as the projected increase in needs for other allied health practitioners.

LaCheeta McPherson, representing



Lacheeta McPherson at HPN

CAAHEP, spoke during the HPN Fall Meeting on Accreditation 2020: Opportunities and Challenges of the New Education Paradigms. Following introductory remarks, which Dr. McPherson called "Accreditation 101", and during which she addressed accreditation standards and process, her remarks focused on emerging issues such as collaboration, career pathways, accreditation of the accrediting bodies, and gainful employment accountability, which for the moment is focused primarily on certificate level programs. In discussing some of these issues with participants, Dr. McPherson identified problems with some accrediting bodies being too closely aligned with professional bodies to avoid undue influence.



Don Balasa, representing the AAMA, **Carolyn and Lacheeta take in the ocean views at HPN**

spoke about Medical Assistants: Helping Physicians Meet New and Shifting Patient and Staffing Demands. Mr. Balasa provided an overview of medical assisting education, accreditation and certification, acknowledging multiple routes and standards around the country. According to Mr. Balasa, programs can be one-year certificate or

diploma, or two-year associate degree and accredited by at least two different accrediting bodies, and there are nine different credentials for which medical assistants may apply. He also acknowledged that there are no clearly-defined career ladders for medical assistants. Despite these challenges, however, he asserted that medical assistants are ideal allied health professionals for the patient centered medical home, able to serve in multiple roles under the direction of a physician, including health coach and medical advocate. Mr. Balasa said that medical assistants can be delegated back office clinical duties along with front office administration, and while they can't practice medicine or perform skills specifically limited under law to other professions, medical assisting is a rapidly growing field for several reasons, including the increasing demand for health care, the Patient protection and Affordability Act, and the shifting delivery of much care to out-patient status.

Drs. Harold Jones and Steven Collier of the University of Alabama gave an excellent presentation on statistics related to health care workforce. They provided attendees with information about how to look beyond the numbers and make the statistics more useful for prediction and analysis.



Dr. Harold Jones





NN2 Board of Directors

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Past-Elect-Stacey Ocander
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Board of Directors

Lois Simmons
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Geneva Baker
Anne Loochtan

Executive Director

(Vacant)



Pictorial Highlights from the Annual Meeting



Great Western entertainment!



Sondra Flemming and Lacheeta McPherson share a few moments



NN2 members learn to dance the Wyoming way!



Carolyn O’Daniel and Tommy Rust



Julia and Dave enjoy a horseless carriage non-ride

Editor’s Note:

NN2 strives to prepare a newsletter that is informative to members. We encourage the submission of information and best practices related to health career education and training, which you think will be helpful to other members. Articles may be submitted to Anne Loochtan, email: anne.loochtan@mercycollege.edu.



More networking, for which NN2 is famous!



Anne Arundel Community College
Montgomery College
Prince George's Community College

Save the date!

Join us October 3-6, 2012
In Annapolis, Maryland,
For the next national conference

Navigating Challenging Waters!

